

## **Evaluation of environmental effectiveness of educational programs on the Environmental skills of employees in an Iranian offshore oil company (Case Study: staff of Sirri Island)**

**Introduction:** This study evaluates the effectiveness of environmental education programs on the environmental skills of employees in an Iranian offshore oil company, specifically focusing on staff from Siri Island.

**Material and Methods:** The research employs a semi-experimental design, utilizing a 20-item environmental skills questionnaire to collect data from 45 randomly selected employees out of a total population of 600. The participants were divided into three groups, each exposed to different training methods: lecture-based, film screening, and a combined method (lecture and film screening).

**Results and Discussion:** The combined method (lecture and film screening) showed the highest effectiveness, followed by the film screening method, and then the lecture method. The results suggest that environmental education programs, particularly those employing a combination of teaching methods, can effectively enhance the environmental skills of employees in the oil industry, which is crucial for sustainable development and environmental protection. The study highlights the importance of tailored educational programs in fostering environmental awareness and skills among employees, especially in industries with significant environmental impacts like oil production. The research underscores the need for continuous and comprehensive environmental education to address the challenges posed by environmental pollution and to promote sustainable practices within organizations.

**Conclusion:** This research contributes to the growing body of literature on environmental education by providing empirical evidence on the effectiveness of different training methods in an industrial setting. It also offers practical insights for organizations aiming to improve their environmental management practices through employee education. The findings advocate for the integration of diverse educational approaches to maximize the impact of environmental training programs, ultimately supporting the broader goals of environmental sustainability and corporate social responsibility.

**Keywords:** Environmental skills, sustainable development, Organisational citizenship behavior, Foster Environmental Knowledge, Environmental Education